

ARTICLE XXV
REDUCTION IN FORCE

Mr. F.G. Swafford

August 9, 1923

I have agreed with the Trainmen on the following procedure in making reductions in force:

1st - When reductions are made they shall be in reverse order of seniority.

2nd - When yardmen are laid off on account of reduction in force they will retain all seniority rights provided they return to actual service within thirty days from the date their services are required. The thirty-day period will be figured from the date on which the notification is sent out by the Railroad Company.

3rd - Yardmen taken off under this rule shall be returned to service in the order of their seniority.

4th - Yardmen removed from the service by such reduction must turn in all Company property and will be considered out of the service until such time as called back in accordance with the rules.

5th - Yardmen leaving the service as provided in these rules must leave their address with the proper official and must notify him of any change made in such address.

6th - The Railroad Company may employ new men while awaiting the return of the yardmen formerly carried on the seniority list or while the Company is getting out notices for their return. The date of seniority of yardmen so employed to rank below those recalled to service. When this is done there is to be no claim for pay on the part of the returned yardmen.

7th - Yardmen away over six months must pass an eye, ear and physical examination before returning to work.

/s/ J.W. Smith

CC M. T. J. Cole

Will you please see that this arrangement is put into effect as of September 1, 1924, and oblige.

Mr. J. W. Smith, General Manager, IHB Blue Island, IL, August 17, 1924

Your recent letter regarding the calling back of extra men who have been laid off account of slack business is perfectly fair and just and I am more than pleased with this arrangement.

/s/ T. J. Cole, General Chairman, BRT